

CITY OF KENT POLICE DEPARTMENT ANNUAL REPORT 2015



SERVICE PRIDE INTEGRITY

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A Message from Chief Ken Thomas



I am proud to submit this 2015 Kent Police Department Annual Report for your review. Our staff takes pride in effectively serving the residents, businesses and visitors of Kent. Keeping our community safe is our top priority. We also place a strong emphasis on building public trust and legitimacy through open communication and transparency. This report gives a review of our department operations and our efforts to attain our vision of being the most effective and respected police department in the region.

This past year, we continued our outreach by holding quarterly community meetings, monthly informal "Coffee with the Chief Events" and our "Community Task Force Meetings." These events allow the public to get to know our staff. We are also able to present current crime trend information as well as answer specific questions and concerns as they relate to quality of life issues in our community. In 2015, our department continued with training focused on the hearts and minds of our staff. This is essential when building public trust. Training of all staff to include many members of our community was done on fair and impartial policing. This provided information regarding implicit bias and strategies to address bias based policing. In addition, our staff completed training titled "Blue Courage" where the focus was on values based policing.

Once again, our city experienced a decline in many crimes. Violent crime continued its decline especially in Aggravated Assaults and Robbery. We also experienced a significant drop in Residential Burglaries as our Intelligence Led Policing philosophy focused on those high-impact offenders responsible for committing the majority of crimes.

I hope you find the 2015 annual report informative. Please contact my office if you have any questions or comments. I look forward to a productive 2016 in our efforts to keep you, our neighborhoods, businesses, and families safe.

A handwritten signature in black ink that reads "Kenneth E. Thomas". The signature is written in a cursive, flowing style.

Chief Kenneth E. Thomas

Our Police department employees are proud to be part of a team of professionals who protect the citizens of Kent. We realize that community involvement is critical to carrying out our responsibilities and serving the public. We take our vision and mission statements to heart. We are here to serve and protect the citizens of Kent.

Vision Statement

To be the most respected and effective police department in the region.

Mission Statement

The Kent Police Department partners with our community to:

- Aggressively fight crime
- Impartially protect rights
- Identify and solve problems



Kent Facts

2015 Population

125,560

Sixth Largest City

in Washington State

Area of Kent

21,400 acres
34 square miles
404 acres of parks
725 lane miles

Kent Police Department

220 Fourth Ave South
Kent, WA 98032

KentWA.gov/police

 facebook.com/kentpolicedepartment

 [@kentpd](https://twitter.com/kentpd)

 youtube.com/kentTV21

2015 Goals & Objectives

GOAL #1

Enhance our development of staff/succession planning

- **OBJECTIVE**
Provide training to enhance officer capabilities and provide professional development to senior officers
- **OBJECTIVE**
Encourage the development of current and future leaders
- **OBJECTIVE**
Anticipate and train for known retirements/specialties

GOAL #2

Develop an enhanced Investigative Service model

- **OBJECTIVE**
Provide training to enhance investigative effectiveness
- **OBJECTIVE**
Research best practices at other agencies
- **OBJECTIVE**
Increase investigative training to officers
- **OBJECTIVE**
Increase training and technology in accessing open source social media

GOAL #3

Develop an enhanced Proactive Service model to reduce crime

- **OBJECTIVE**
Increase our technological capabilities to enhance crime fighting
- **OBJECTIVE**
CEU engage residents and businesses through block/business watch to glean information and pass on to crime analyst
- **OBJECTIVE**
Expand K9 Unit

GOAL #4

Enhance police legitimacy with the entire community

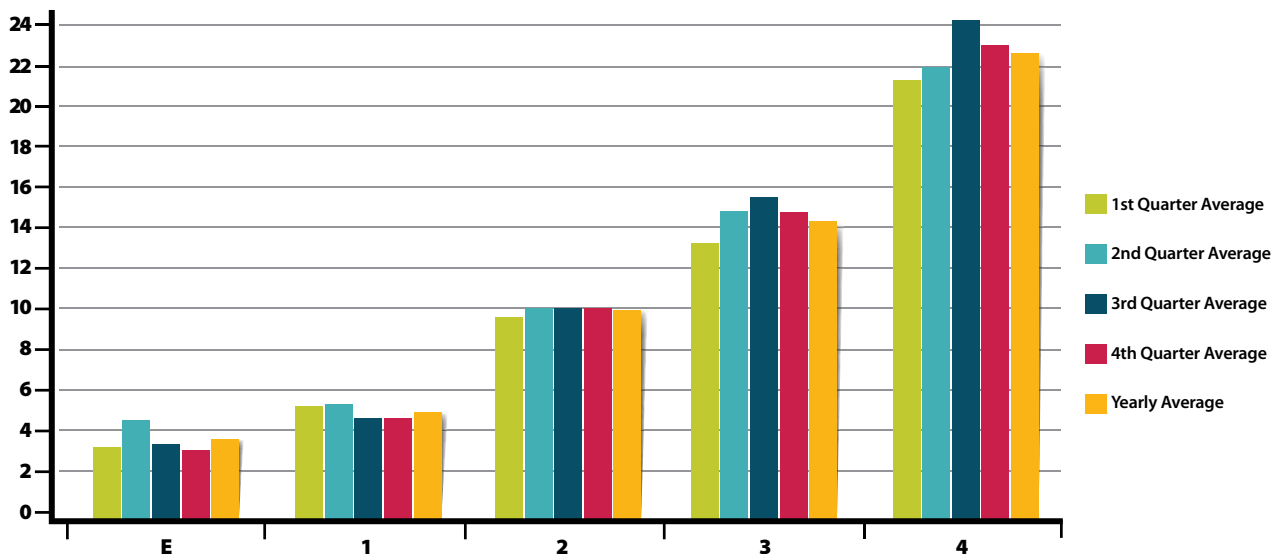
- **OBJECTIVE**
Training
- **OBJECTIVE**
Community Engagement

Calls for Service and Crime Statistics

An important goal of the Kent Police Department is the timely response to 911 calls for service. The following data show our response time (in minutes) to calls from emergency (E) calls through priority (4) or routine calls for service.

- **Priority E** is the highest priority. This category represents a confirmed emergency, which could result in extensive loss of life and/or property. This category represents the greatest potential for officers to encounter immediate danger.
- **Priority 1** represents a potential emergency which could result in loss of life and/or property; personnel safety may be at risk or seriously jeopardized.
- **Priority 2** represents a minimal hazard with considerably less potential for life and/or property loss and minimal risk to officers.
- **Priority 3** represents a low hazard, non-life threatening situation with minimal risk of property loss.
- **Priority 4** represents police reports or cold calls which require a non-code response.

2015	1st Quarter Average	2nd Quarter Average	3rd Quarter Average	4th Quarter Average	Yearly Average
E	3.21	4.54	3.34	3.00	3.52
1	5.19	5.24	4.65	4.68	4.94
2	9.66	10.02	10.00	10.03	9.93
3	13.37	14.89	15.48	14.88	14.66
4	21.26	22.03	24.14	22.96	22.60

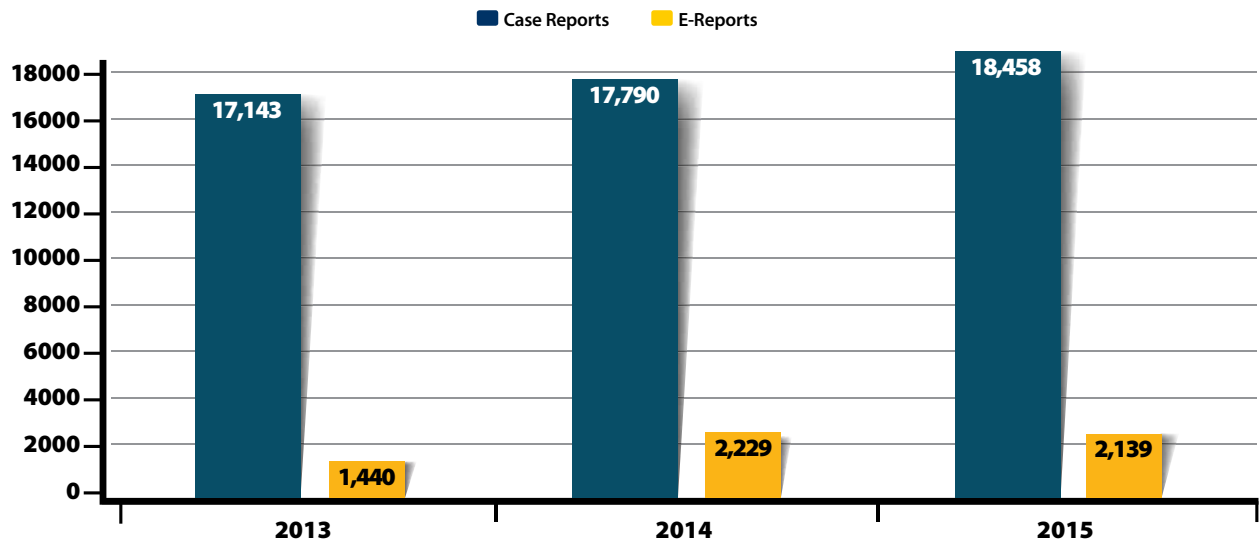


Intelligence Led Policing (ILP)

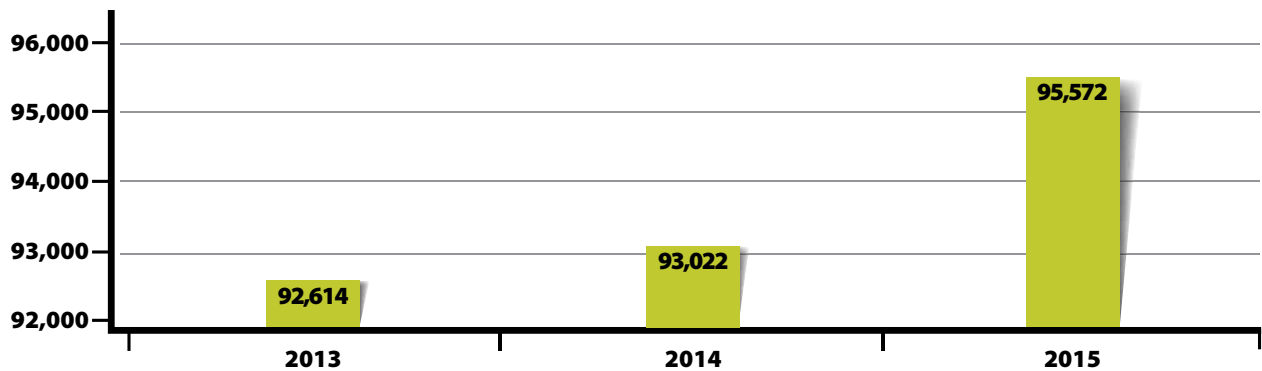
ILP is a policing strategy focused on identifying and solving crimes and problems through intensive crime information analysis. Unlike traditional policing methods, which are primarily reactive, ILP is a way to use crime information to predict where crimes and problems will occur and then deploy resources accordingly. The effectiveness of ILP relies heavily on the quality and timeliness of information gained by the police. Continuous crime analysis, meticulous investigations, and strong community partnerships are key to making ILP a success.

Since 2008, we have accepted online police reports, which are self-reported by residents at KPDOnlineReport.com.

2013 - 2015 Case Reports and E-Reports



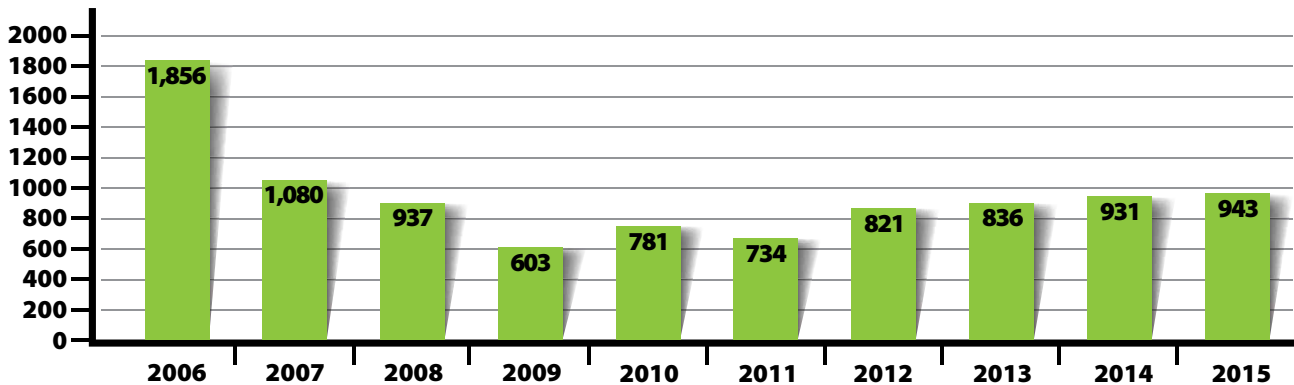
2013 - 2015 Dispatched Incidents



ILP Crime Totals and Crime Rate: 2006 - 2015

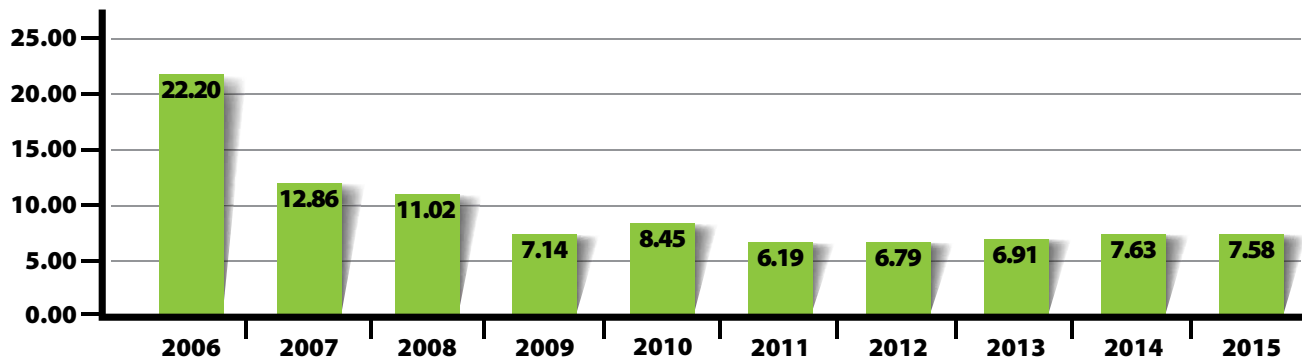
The following charts, over the next five pages, show both the yearly totals and yearly crime rate of ILP tracked crime. The ILP tracked crimes are vehicle thefts, vehicle prowls, robberies, residential burglaries, and commercial burglaries. Taking both the yearly total and the city's crime rate gives a better understanding of how we're doing. (The yearly crime rate of each ILP tracked crime is devised through taking the yearly total, dividing it by the city's population, then multiplying it by 1000.)

2006-2015 Vehicle Thefts

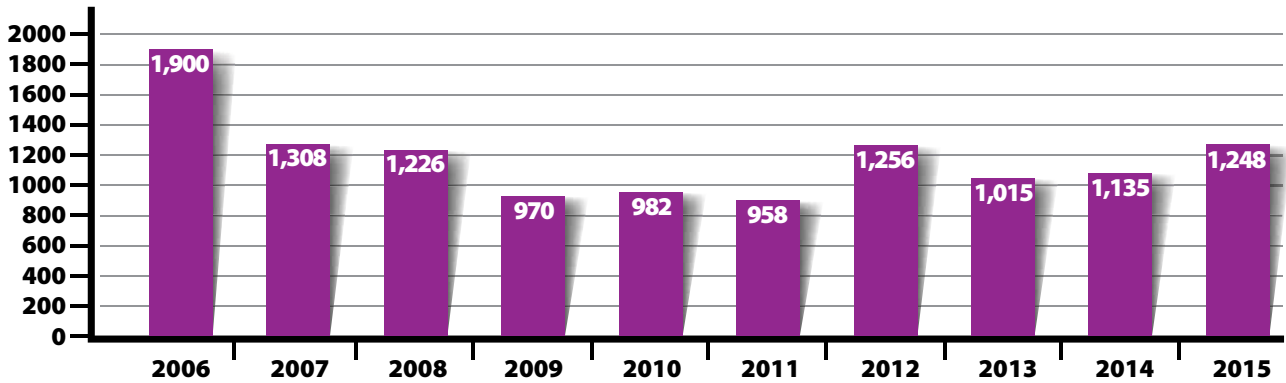
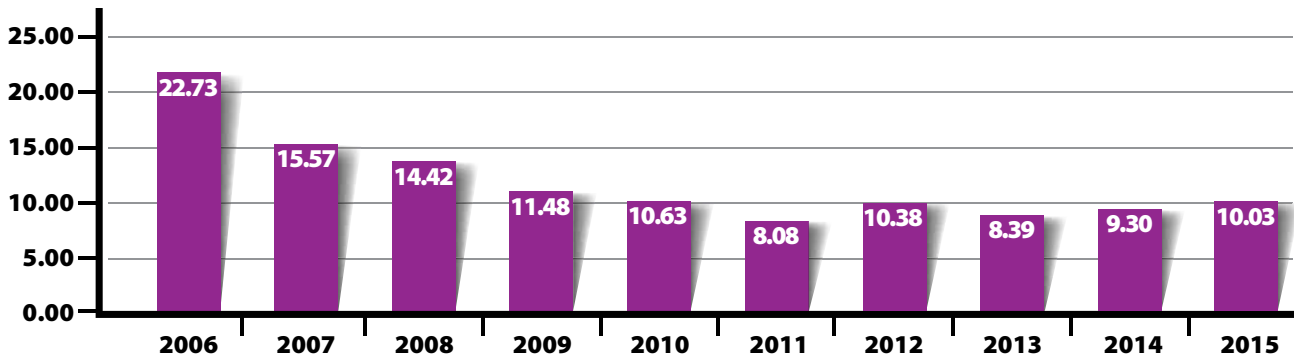


The total number of vehicle thefts has increased over the past five years, both in Kent and in the Puget Sound area. Even with this increase, we are still seeing numbers that are half of the amount of thefts that were happening in 2006 and a crime rate that is 1/3 of what it was in 2006.

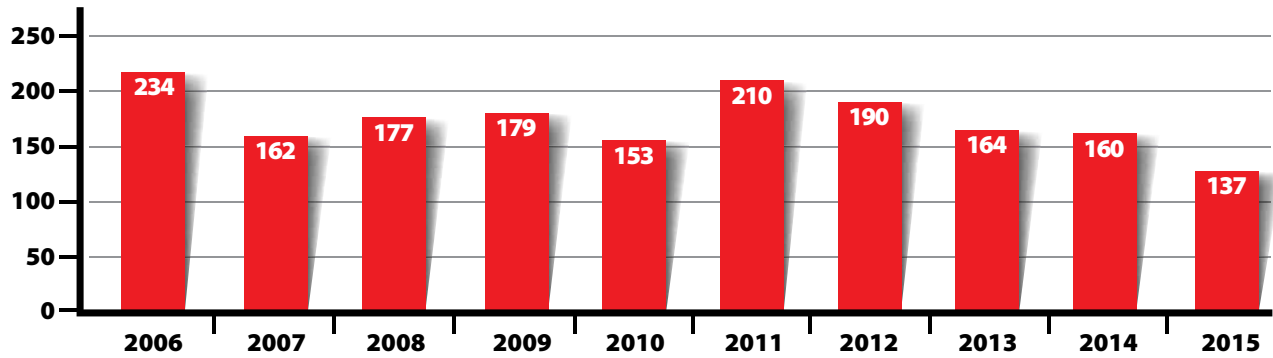
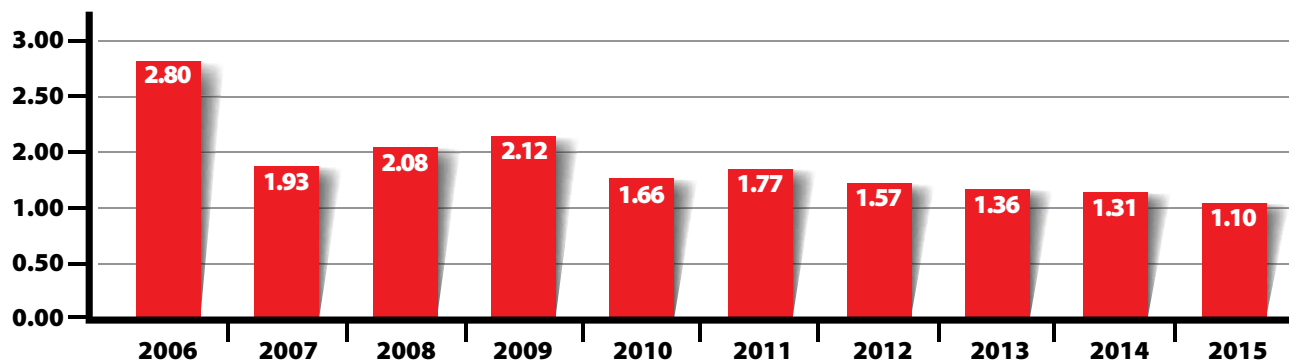
2006-2015 Vehicle Thefts Crime Rate



Vehicle prowls have risen over the last couple of years in the Puget Sound area. We are no exception and have also seen this increase. We are still at half the crime rate we were in 2006.

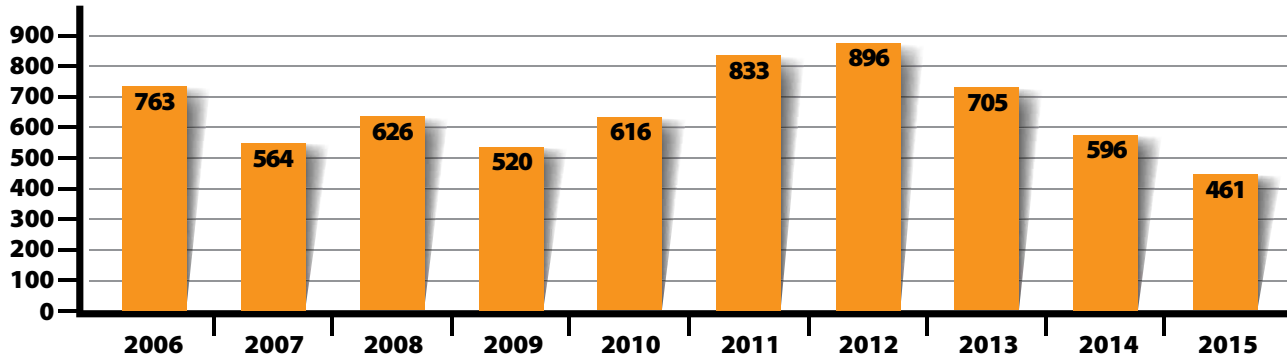
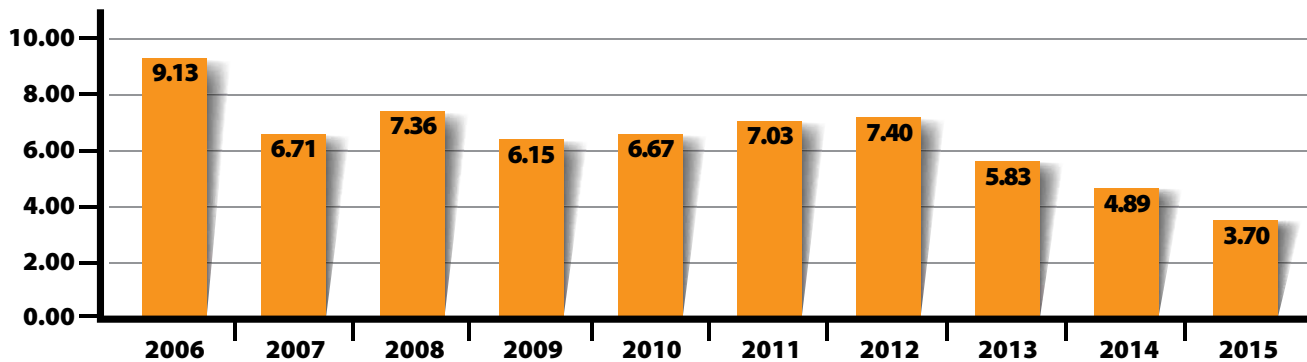
2006-2015 Vehicle Prowls**2006-2015 Vehicle Prowls Crime Rate**

We have seen a decrease in robberies for the fifth year in a row in Kent. In 2015, we had the lowest number of robberies within the city over the last ten years.

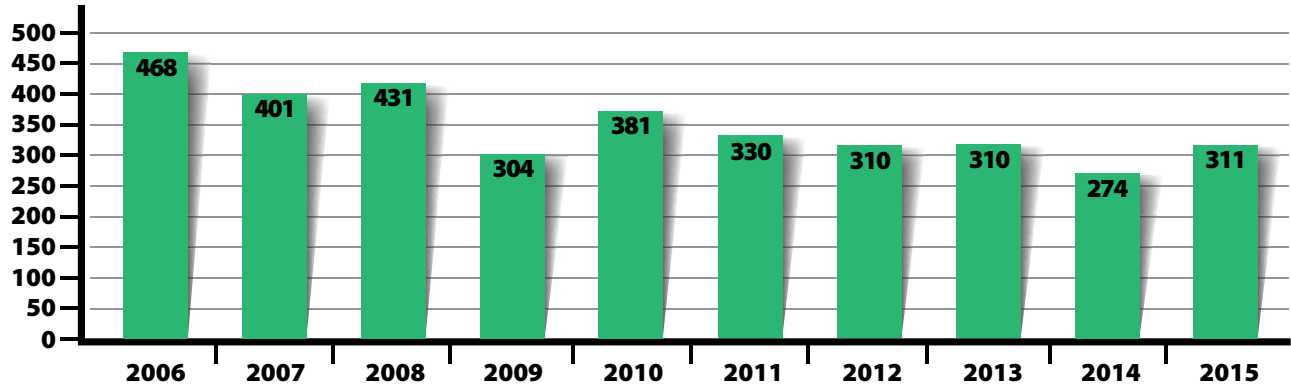
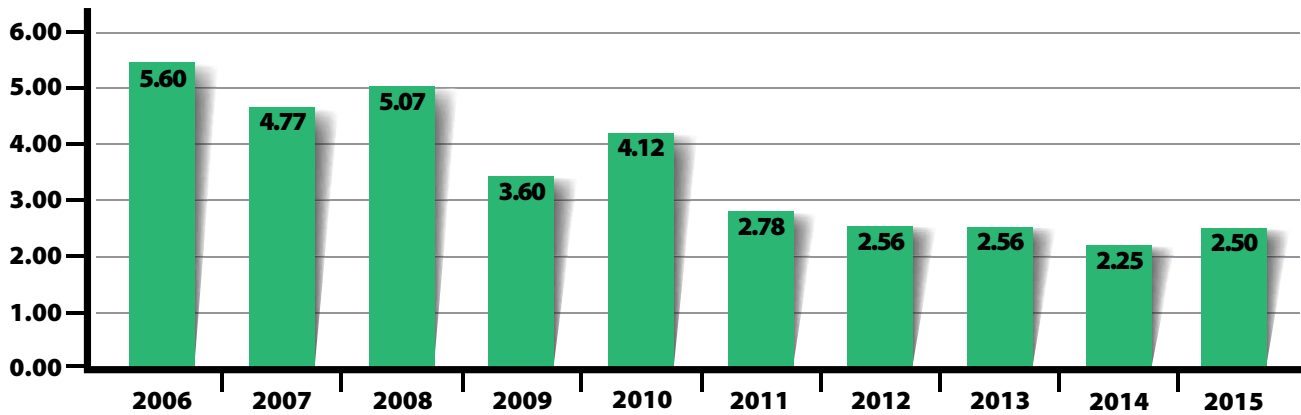
2006-2015 Robberies**2006-2015 Robberies Crime Rate**

The four-year decline in residential burglaries continued last year with a 23% decrease compared to 2014 and a 49% decrease from the high point in 2012.

The 2015 crime rate for residential burglaries is the lowest of the last ten years, and less than half of what it was in 2006.

2006-2015 Residential Burglaries**2006-2015 Residential Burglaries Crime Rate**

2015 saw a slight increase in the number of commercial burglaries compared to 2014. It is about average for the last four years and it is still lower than where we were in 2006.

2006-2015 Commercial Burglaries**2006-2015 Commercial Burglaries Crime Rate**

Patrol Division

The Patrol Division is the uniformed division of the police department. The primary functions of the division is to support the department mission by using the ILP model of policing to respond to emergency calls, calls for service, conduct investigations, traffic enforcement, to proactively fight crime and to solve problems in the community.

The Kent Police Patrol Division is currently authorized 109 sworn personnel and two civilians. This includes one Assistant Chief, four Commanders, thirteen Sergeants and 91 Officers. The patrol division is equipped with 48 vehicles to include patrol cars, motorcycles and specialty vehicles. It is comprised of traditional uniformed police units, the traffic unit (which includes parking enforcement), the K-9 unit, Special Operations Unit (bikes and boat officers), SWAT and the Civil Disturbance Unit (CDU). Other elements of the patrol division include the Chaplaincy Program, Explorers, Honor Guard, and the Cops In Schools program.



K-9 Unit

The Kent Police K-9 Unit consists of two generalist teams and one cross-trained team that is also trained to detect narcotics. The generalist teams are used for a variety of applications. They are primarily used to locate suspects. This is done through tracking the suspects from crime scenes, performing building searches, or searching areas. These generalist teams are also able to locate evidence that would have otherwise gone undetected. The use of generalist K-9's also increases the safety of our officers. Two of our K-9 teams work night shift and one team works daytime hours to help combat residential burglaries.

In 2015, one of our generalist teams attended a narcotics K-9 class to become cross-trained. This dog is trained to detect large or small amounts of heroin, cocaine, crack, and methamphetamine.

The use of police dogs in either of these roles greatly enhances the ability of the Kent Police Department to aggressively fight crime. Our unit's 24% success rate in locating suspects is outstanding.



K-9 Unit 2015 Stats

Applications: **455**
Captures: **109**
Evidence Finds: **13**
Training Hours: **624.25 cumulative**

Traffic Unit

The Traffic Unit is tasked with providing safe and efficient vehicular and pedestrian movement throughout the city. The unit works to prevent and reduce injury and death related to vehicle collisions through aggressive traffic enforcement and education. The unit utilizes motorcycle, marked, and unmarked traffic vehicles to conduct enforcement, respond to collisions and other traffic/parking related calls for service. The officers, who also serve as members of our Collision Analysis and Reconstructive Squad (CARS), respond to collisions that result in life threatening injuries or death. They utilize advanced investigative techniques and equipment to complete these complex investigations.



The Traffic Unit is actively engaged in community presentations and meetings, conducting training at the Kent Police Traffic School and partnering with the City's traffic engineers to address road design issues. They also partner with the Washington Traffic Safety Commission and neighboring agencies to conduct various traffic emphases, including DUI and speed patrols, illegal street racing, pedestrian crossing, seatbelt enforcement and others.

The unit has an authorized strength of one sergeant, eight officers and one parking enforcement officer. The officers responded to 4436 calls for service, responded to or assisted with 546 patrol calls, and arrested 152 warrant subjects. Notably, as a result of routine patrols and participation in emphasis patrols, the Traffic Unit made a total of 99 DUI arrests in 2015.

Target Zero

The Kent Police Department is a member of the South King County Target Zero Task Force. Target Zero is a strategic plan developed by the State of Washington to eliminate all fatality and serious injury accidents by 2030. The Washington Traffic Safety Commission provides grant funding to member agencies, including the Kent Police Department, to support the goal of Target Zero, through education, enforcement, and engineering. In 2015, the Kent Police Department (primarily the Traffic Unit) worked in support of Target Zero through multiple emphasis patrols targeting impaired drivers, distracted drivers, and unbelted drivers and passengers.

Hours Worked	Contacts	Tickets Issued	DUI Arrests
291.25	622	685	21

Special Operations Unit (SOU)

The Special Operations Unit is a team of six bicycle officers that are supervised by a sergeant. The unit specializes in tackling issues and situations that are not as accessible to regular patrol officers in vehicles. These areas include bike trails, city parks and business venues.

This year, the Special Operations Unit continued to concentrate much of their effort in the downtown core of the city. Their focus is criminal behavior and quality of life issues. They worked closely with downtown businesses, city parks department, city public works department and Kent Corrections to clean up areas of illegal camps and dumped garbage. This continues to make the community safe and enjoyable for all.

In addition to their bicycle patrols, they are the primary team that works on the police patrol boat and in the park at Lake Meridian during the summer months. They provide police services at community events including the 4th of July Splash, Dragon Boat Races, Cornucopia Days and bicycle rodeos for kids. They provide marine enforcement and conduct safety inspections on Lake Meridian to educate the public and promote safe boating practices on the water. They are also the primary team dispatched to assist in civil disturbance situations that occur in the city and surrounding jurisdictions.

In 2016, the Special Operations Unit will be getting all officers trained and qualified as marine officers. This will allow the unit to better respond and address issues on Lake Meridian. They also will continue to address criminal and quality of life issues in the City with innovative strategies. Their focus this year is to work with all the city and county homeless advocates and mental health providers to more effectively address the homeless and mental illness issues in our community.

Civil Disturbance Unit (CDU)

The Kent Civil Disturbance Unit is made up of twelve officers, two sergeants and one commander. The unit is trained to effectively deal with large crowds and how to minimize criminal behavior during civil unrest. The unit is a part-time team made up of officers from different divisions of the police department to include all of the Special Operations Unit.

The Kent CDU is part of the regional Valley Civil Disturbance Unit (VCDU) which consists of officers from Renton, Tukwila, Federal Way, Auburn, and Port of Seattle PD's. Together, the unit is able to bring over 90 officers together when needed for any event where there is a threat of civil unrest. VCDU is comprised of a command element, line officers, bike officers, a CUT team (Specially equipped and trained to safely cut or dismantle protestor devices and chains) and SART (Special munitions deployment team). VCDU also partners with Seattle PD, Bellevue PD, Washington State Patrol, Pierce Metro, and local Homeland Security teams for training and large incidents that require more resources. An example was the protests involved with Shell Oil's exploratory drilling platform, the Polar Pioneer, that was docked at the Port of Seattle. Officers from the regional VCDU responded to maintain order at the numerous protests throughout the summer.

The Civil Disturbance Unit attended their annual one-week training with all of the above agencies this year at the Army training center in Yakima. Last year, VCDU participated in eight operations in the region. The unit was successful in preventing any property damage or injuries. Kent CDU members also supported the Khalsa day festival at the Kent ShoWare Center with security and crowd control.

SWAT

The Kent Police Department participates in a regional SWAT team with five other agencies from the South King County area. Partners in the Valley SWAT team (VSWAT) include Renton PD, Tukwila PD, Federal Way PD, Auburn PD and Port of Seattle PD. This participation allows Kent PD to have access to one of the largest, best equipped, and well-trained teams in the state. VSWAT is comprised of six officers from each agency for a total of 36 tactical officers. Each agency also provides a Commander for oversight and leadership.

VSWAT operates with 30 entry personnel and six marksmen. One Valley K-9 team also trains with the team and responds to calls for service. Combined with a Crisis Communications Team (negotiators), VSWAT is a full service unit. The team has three armored vehicles that are used for safety and as rescue vehicles. The team is a state leader in the area of High Energy breaching and provides training to other teams in this expertise. Members of the team are carefully selected and must continuously pass high standards in physical fitness and firearms proficiency, and must show good judgment and decision making in training and on missions.

VSWAT had 50 operations in 2015, responding to all six agencies calls for both pre-planned and in progress incidents. Team members receive 30 hours of training every month, at a minimum. The regional team concept is less costly for each agency and also creates a larger candidate pool to draw from. VSWAT is recognized as one of the very best tactical units in Washington State.



Investigations Division

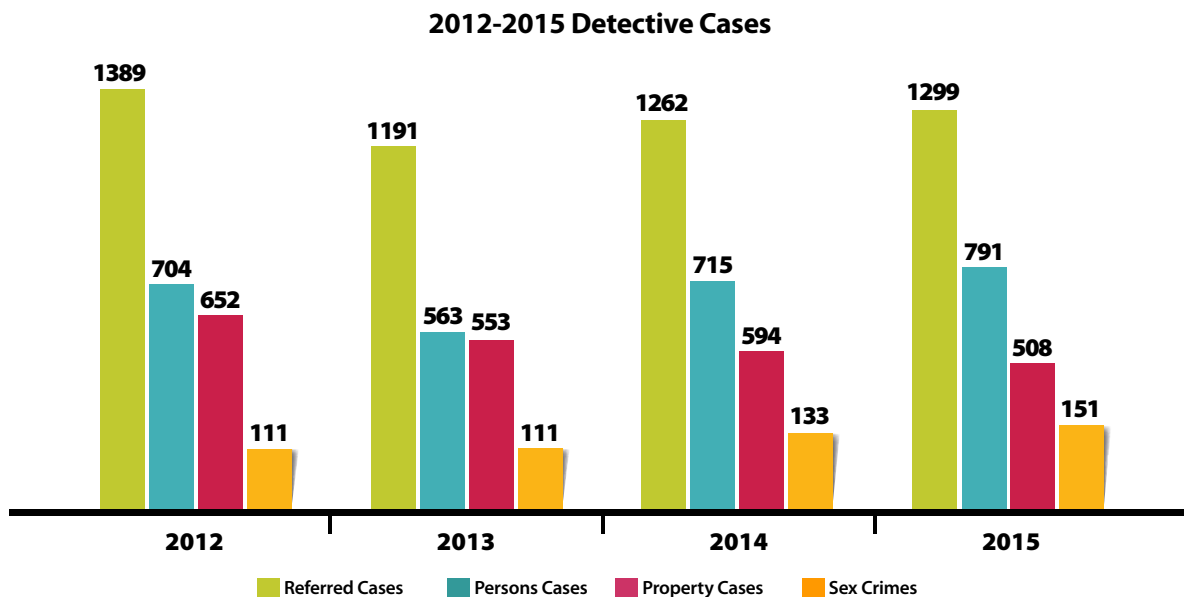
Detectives

The Detective Unit consists of one commander, two detective sergeants, 15 detectives and one six-month rotating detective position that is staffed by a patrol officer. One detective sergeant and eight detectives are responsible for investigating crimes against people; this unit includes a forensics expert who is responsible for the retrieval and analysis of technological evidence. The remaining personnel investigate crimes against property including burglaries, frauds and stolen vehicles. The rotating detective position is often utilized for both types of investigations and gives patrol officers experience in handling cases on a more in-depth level than is possible while working in a patrol environment. The rotating detective then returns to their patrol crew and can help teach their co-workers the advanced investigative techniques that they have learned.

The Detective Unit includes one detective who is assigned to ensure that all sexually violent offenders residing in Kent have a current residential address on file. Detectives physically verify the residency of every offender within the city limits to ensure compliance.

The unit also includes one Computer Forensic Detective who assists in city and regional investigations involving computers, cell phones and other media.

The Detective Unit investigated 1299 cases in 2015 including 791 Crimes Against Persons and 508 Property Crimes. The Unit also conducted three outside agency investigations for Officer Involved Shootings and collaborate with multiple Federal, State and Local agencies to solve crimes that impact our region.



Special Investigations Unit (SIU)

SIU uses covert investigative techniques to identify and combat high impact and violent offenders. SIU focuses on gang activity, prostitution operations and narcotics investigations. SIU has two members that are assigned part time to the FBI's Child Exploitation Task Force and one member assigned to the FBI's Safe Streets Task Force. The unit also assists detectives with shooting investigations, homicides, and robberies. In 2015, the unit was successful in locating and apprehending several high profile suspects wanted for murder, robbery, kidnapping, promoting commercial sex abuse of a minor, and other serious violent felony crimes.

SIU handled 345 felony cases in 2015. 125 were patrol referrals and 220 were initiated by the unit. 188 suspects were arrested as a result of the 202 self-generated cases, which involved gang, prostitution, and narcotics investigations. The unit arrested 34 "John's" for patronizing a prostitute, 21 females for prostitution-related offenses, and recovered 51 firearms from the street. SIU arrested 86 suspects for narcotics trafficking offenses, clearing \$891,000.00 in seized monies and assets, and took \$1,695,630 worth of narcotics off the streets.



5 ½ lbs. of methamphetamine.

Street value: \$33,000



3.5 lbs. of Heroin, 14 lbs. of Cocaine.

Street value: \$280,000



Neighborhood Response Team (NRT)

This team addresses crime trends and neighborhood problems through intense interaction with community members, landlords, and businesses. In 2015, the NRT Unit took a proactive role in targeting areas that had shown an increase of criminal activity, based on data collected. Community meetings were held, allowing neighbors to get to know neighbors. This was completed in both the residential areas, as well as the business districts. Property owners, renters, business owners and managers, along with the Police, developed a strategic plan to combat the issues identified.

The NRT Unit also worked closely with the Community Education Unit in identifying areas for a newly operational grant emphasis, Data Driven Approaches to Crime and Traffic Safety (DDACTS).



VNET is a combination of seven local law enforcement jurisdictions: Auburn, Federal Way, Kent, Port of Seattle, Renton, Seattle, and Tukwila along with the Drug Enforcement Agency (DEA). Their focus is primarily mid to upper level drug trafficking organizations. VNET also includes one DEA group supervisor, two DEA federal agents, seven task force officers, two support staff, and one King County prosecutor.

Total Number of 2015 Cases Started: 54

# of cases with no arrest	29
# of cases with 1 arrest	15
# of cases with multiple arrests	8

# of state search warrants served.....	12
# of federal search warrants served.....	5
# of cases w/ N/A or Buy Bust status.....	1
<i>(no search warrant needed)</i>	

VNET case Arrests	36
DEA case Arrests	1

Convicted/Plead	<i>State</i>	44
	<i>Federal</i>	31
Declined		14
Dismissed		7
Acquitted		0
Not Filed		43

Cocaine.....	1,746.5	GR	\$69,860
Crack.....	XX	GR	XX
Oxycotin.....	112.0	DU	\$1,904
Oxycodone.....	792.0	DU	\$13,464
Diverted pharmaceuticals.....	20.0	DU	\$140
Hallucinogens.....	1,416.2	GR	\$70,810
Heroin.....	11,489.0	GR	\$517,005

Marijuana (bulk)	2,525.1	GR	\$15,150.60
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Methamphetamine.....	1,675.0	GR	\$33,500
Methamphetamine crystal (ICE)	32,988.0	GR	\$659,760
Ephedrine.....	XX	GR	XX
Pseudoephedrine.....	XX	GR	XX
MDMA (Ecstasy).....	1,801.2	DU	\$36,024
Club drugs.....	128.0	DU	\$1,280
Other drugs/unknown	217.0	DU	\$2,170

\$1,421,067.60

of eradicated MJ plants 13..... Plants \$13,000

\$1,434,067.60

Cases (#) w/ seizures.....	21
Number of items seized.....	40
Value of seized assets.....	
	<i>State</i> \$1,412,117.41
	<i>Federal</i> \$184,620.00

Cases (#) w/ forfeiture	17
Number of items forfeited.....	26
Value of forfeiture assets.....	
	<i>State</i>
	\$576,963.09
	<i>Federal</i>
	\$102,941.61

10% on actual seizures/forfeitures:	\$57,760.46
10% on seizures/forfeitures kept by TF	XX

\$57,760.46

\$1,412,117.41

\$184,620.00

\$576,963.09

\$102,941.61

Community Education Unit (CEU)

Crime prevention is a vital component of the Intelligence Led Policing approach to law enforcement. Community Education Coordinators work closely with the Neighborhood Response Team, focusing on crime prevention and quality of life issues. Providing police services outside of traditional methods, the unit focuses on crime prevention, traffic safety education, youth outreach and drug/alcohol prevention and other problem-solving strategies. The unit works with neighborhood Block Watches (there are over 130 within the city), businesses, and schools to solve problems and enhance the effectiveness of the police department. These community partnerships improve communication and increase awareness, resulting in a reduction of crime.

Some of the outreach programs facilitated by CEU include graffiti cleanup events, Block and Business Watch meetings, and a prescription drug take back program. Annual events for CEU include National Night Out (#8 in the nation for 2015), the Game of Life Youth Leadership Conference, and Safety Street at Cornucopia Days. Through partnerships with the Kent Drug Free Coalition and the Washington Traffic Safety Commission, CEU focuses on DUI enforcement, alcohol compliance checks, school prevention programs, and other environmental strategies that drive community change.

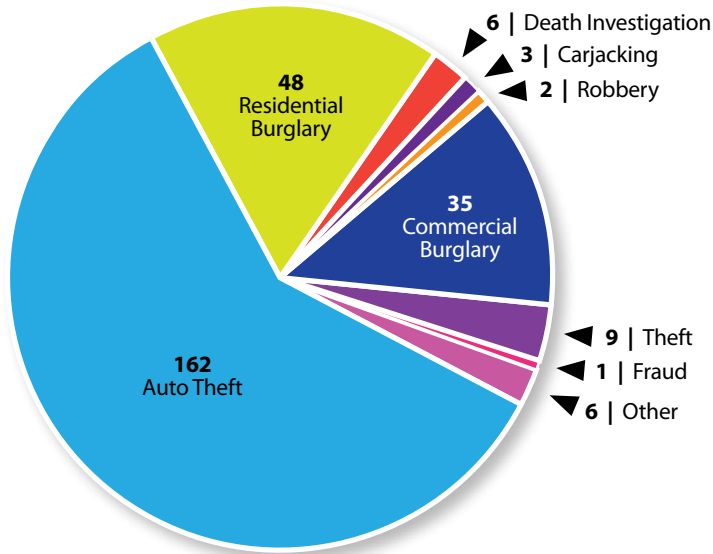


King County Regional AFIS Statistics

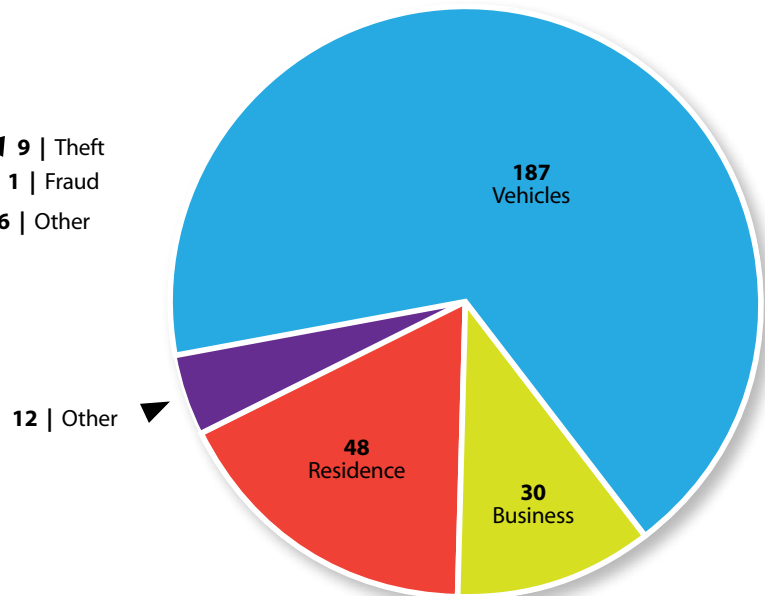
We partner with King County's Automated Fingerprint Identification System (AFIS) Program for enhanced forensic services. This regional program provides criminal identification technology for criminal justice purposes. Services include identifying "wanted" offenders before they are released from jail and recovering fingerprints from major crime scenes. The AFIS Program aids in solving crimes throughout the county, and contributes to the safety of both residents and officers. AFIS is funded by a property tax levy, which is approved by voters every six years. More information can be found at KingCounty.gov/AFIS.

King County Regional AFIS Statistics

Callouts for Kent PD in 2015



What was processed:



Hours on scene:	256.85
Total Lift Cards	2,211
Total latent prints of comparison value	1,244
Latent prints individualized to a person	216

Support Services Division



Records

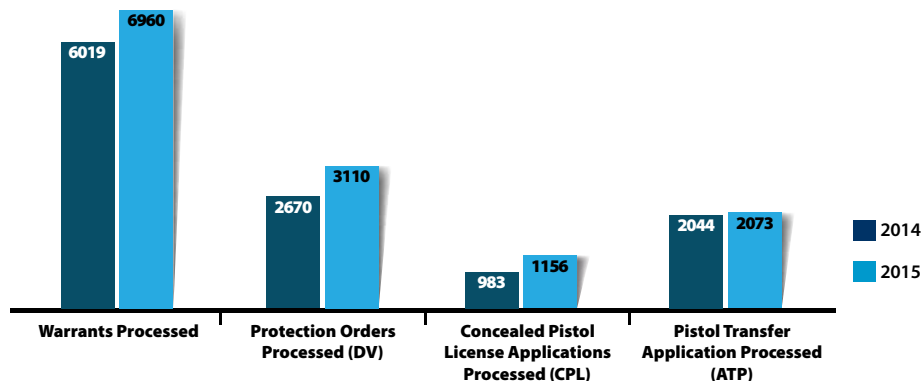
The Records Unit has two records supervisors and nine records specialists who provide the public with non-emergency information services, distribute court orders, maintain case files, run criminal background checks for officers, and maintain the police-reporting database. Walk-in services include case copies, fingerprinting and concealed pistol licensing. Residents can also report non-suspect crimes at KPDonline.report.com.



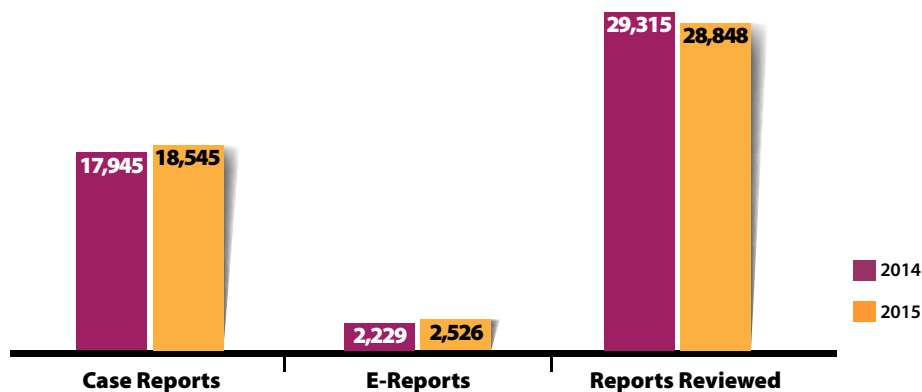
Evidence

The Evidence Unit consists of one evidence technician supervisor and two evidence custodians. Evidence personnel are responsible for preserving, maintaining the integrity of evidence and property submitted for safekeeping, and properly disposing of property that is no longer needed. They also transport evidence to crime laboratories for examination. In addition, the supervisor processes major crime scenes. In 2015, staff processed 9,841 items into evidence and disposed of 10,590 items.

2014-2015 Admin/Services/Key Performances Measures



2014-2015 Records Processed Data

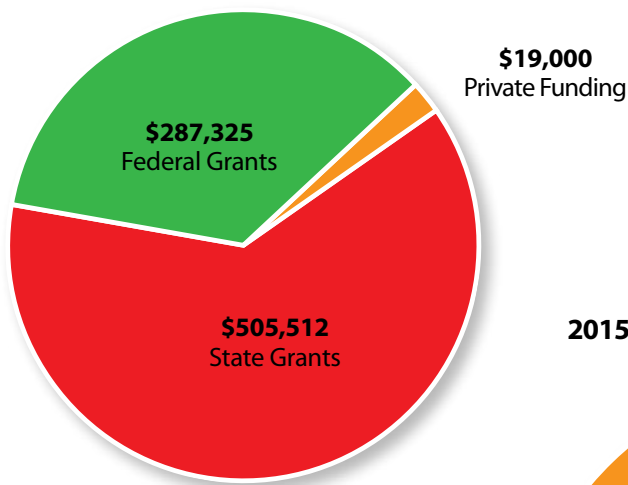


Grants

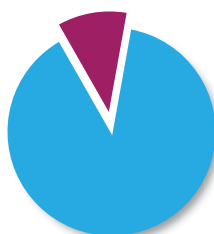
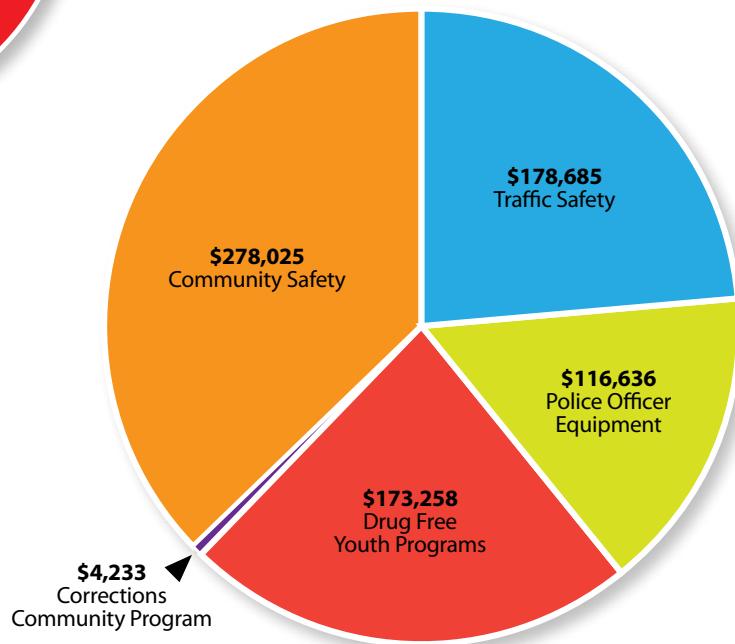
Research and Development

Research and Development is comprised of one full-time analyst responsible for identifying funding opportunities for department programs, equipment, and personnel. The Research and Development Analyst writes grant applications and manages local, state, and federal grants awarded. In 2015, the department received grant awards totaling \$811,837.

2015 Grant Funding
Total: \$811,837



2015 Public Safety Programs Grant Support



♦ South King County Task Force Grants - Managed by Kent Police

\$1,665,686 - Washington Auto Theft Prevention Task Force

\$149,100 - Target Zero Traffic Safety Task Force

Training

The Training Unit includes one sergeant and a range master who provides training and maintains training records for more than 192 sworn and civilian employees.

The Training Unit conducts 12 in-service training days per year. These consist of state required training classes such as first aid and working with the mentally ill. Also offered is specific training such as EVOC (Emergency Vehicle Operations Course), PIT (Precision Immobilization Technique), and rifle training.

In addition, officers attend elective training that is geared toward their career path or goals.

Kent also participates in regional training, such as, active shooter, SWAT, and civil disturbance.

The Kent training facility hosts regional training. Agencies from all around Washington and surrounding states come to attend classes taught by national training instructors. The courses range from interview and interrogation techniques to a variety of leadership courses.

The facility houses a five-lane indoor shooting range where all sworn employees are required to pass a variety of courses in both handgun and rifle ranges at a level 10% higher than state standards.

Training Stats

Every officer attended 12 in-service training classes. The training center facilitated over 900 firearms-related qualifications.

Regional/Team training hours per team member:

- Special Weapons and Tactics (SWAT) - 380
- Civil Disturbance Unit (CDU) - 30
- Hostage Negotiations Team (HNT) - 52

Number of outside training classes hosted by Kent Police for 2015 was 14, covering a variety of topics.



Recruitment

The department has taken several steps to pursue high-quality police candidates to fill vacant positions due to retirements, attrition, and city growth. To streamline the background investigation process, an additional officer was temporarily assigned to the Recruiting Unit. The unit has continued to review its hiring and training practices in order to attract and retain well-qualified candidates. The department maintained a focus on enhancing the agency diversity and our partnership with various community groups has been an integral part of attracting ethnically and culturally diverse candidates. The agency continues to hire both lateral experienced officers and entry-level officers to help maintain balanced levels of experience.



Are you interested in a career as a law enforcement officer or corrections officer with the City of Kent Police Department? If so, please contact Recruiting Officer Wayne Graff by phone at (253) 856-5830, or by email at WGraff@KentWA.gov.

Accreditation

In November 2015, the Kent Police Department was awarded state accreditation through the Washington Association of Sheriffs and Police Chiefs (WASPC). Accreditation requires compliance with over 140 standards based on law enforcement best practices and governs everything from records management to use of force to patrol and investigations. The Kent Police Department has a comprehensive policy manual which is updated two times per year in response to state legislation, local needs, and updates to WASPC standards.

Corrections Division

The Corrections Division is responsible for the booking and housing of all misdemeanor arrest subjects made by the Kent and Maple Valley Police Departments. Felony arrest subjects are held at the Kent Jail for a short time until they are transferred to the King County Jail.

The division consists of a commander, six sergeants, 17 officers, and one civilian staff. There are also four contract employees from Occupational Health Services that staff the medical clinic and two contract employees from Consolidated Food Management that staff the full-service kitchen. The current capacity of the jail is 130 beds.



Corrections Volunteers

Many community members volunteer their time to meet with inmates in an attempt to help them with alcohol, drug, or other issues that impede their lives and increase the likelihood they will return to jail. Hundreds of hours of volunteer services are donated by local church members and volunteers from Alcoholics Anonymous and Narcotics Anonymous organizations.

	2012	2013	2014	2015
Average Daily Population	150.27	135.40	133.67	125.49
Average Length of Stay	11.27	10.2	11.43	9.61
Total Bookings	4,888	4,866	4,587	4,779
Average Programs Population	35.43	38.5	39.31	34.02
% Over/Under Yearly Budget	3.1% Under	4.3% Under	7.39% Under	7.23% Under

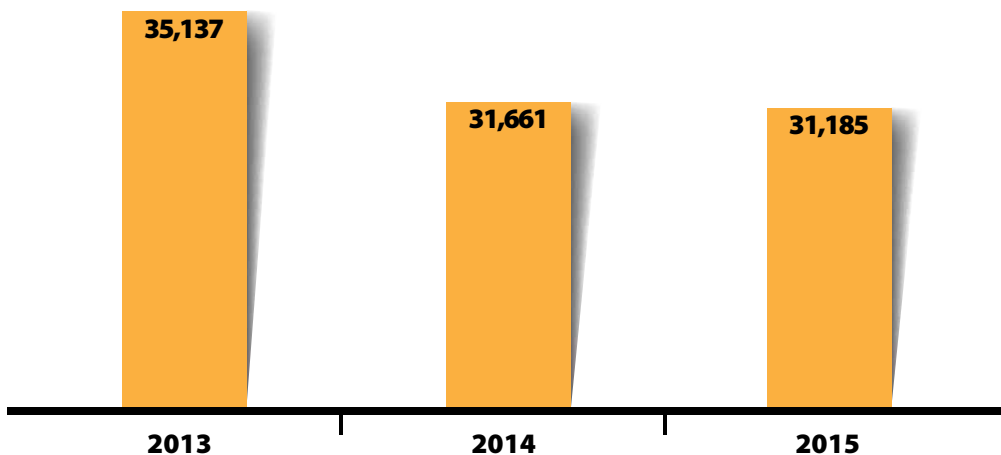
Inmate Programs

The Corrections Division has a sergeant and two officers to supervise inmate programs. Alternatives to incarceration include work release, supervised work crew, and electronic home detention.

Work release inmates work at their personal job and return to the facility during non-work hours. In 2015, the work release program was offered to offenders with misdemeanor sentences from outside agency courts. Supervised work crew inmates are supervised by a correctional officer and clean garbage from roadways, remove graffiti and clean up homeless camps within the community. Work crew inmates are also assigned to work at local non-profit organizations. Participating non-profits include the Tahoma National Cemetery, Kent Police Department, Kent and Auburn Food Banks and the Kent Senior Center. Inmates on electronic home detention are restricted to their homes except to work and to attend treatment or school.

All inmates submit to a thorough screening process before being accepted to participate in any of the alternatives to incarceration options.

2013-2015 Work Crew Hours



Community Outreach

The Kent Police Department has been involved in a number of community outreach events, which allow officers and staff to build relationships with the public, as well as mentor youth to keep them from following the wrong path in life.

Explorers

The intent of the Kent Police Law Enforcement Explorer Program is to educate and introduce youth to police operations, to interest them in possible law enforcement careers and to build mutual understanding. The education aspect provides Explorers with knowledge of the law enforcement function in one's community whether one enters the field of law enforcement as a career or not. Through involvement, the Explorer program establishes an awareness of the complexities of law enforcement service and focuses on dedication to training, learning, and desire to build a better community.

The Explorer post participates in a variety of events each year. The purpose for involvement in these events is to bring awareness of the Kent Police Explorer post, to get involved with the community we serve, to assist other posts, and to raise funds for our own post.

Membership in the Kent Police Law Enforcement Explorer post is open to young adults, male or female, at least age 14 and having completed the 8th grade, or ages 15-21 years old.

Additional requirements for selection into the Explorer post:

- Have parental approval, which includes signatures by the Explorer and his/her parent or guardian on the application packet.
- Be of good health.
- Be of good moral habits with no arrest or conviction records of serious offenses.
- He/she must maintain a 2.0 or higher GPA in school.



G.R.E.A.T. Program

Gang Resistance Education And Training Program (G.R.E.A.T.) is an effective gang and violence prevention program built around school-based, law enforcement officer-instructed classroom curriculum. The program provides information and redirects young kids from delinquency, youth violence, and gang membership specifically targeting children in the years immediately before the prime ages for introduction into gangs and delinquent behavior.

- The G.R.E.A.T. Program integrates prevention practices to increase protective factors, such as school bonding, feeling safe at school, having the ability to solve problems, and being resourceful in seeking out sources of support.
- The G.R.E.A.T. Program provides a family component that gives you and your child the opportunity to bond and strengthen healthy behaviors within the family unit.
- The G.R.E.A.T. Program assists in building more positive relationships between law enforcement and other parts of your community.
- The G.R.E.A.T. Program teaches children to deal more effectively with serious issues affecting their behavior and the community, such as bullying, peer pressure, managing anger, and making good decisions.
- G.R.E.A.T. Program students compared to non-G.R.E.A.T. students showed lower rates of gang involvement and delinquency and less positive attitudes towards gangs.
- The Kent Police Department and the Kent School District continue to partner together in hopes of facilitating the G.R.E.A.T. program into all of the elementary schools in the district.



Cops in Schools Program

In partnership with the Kent School District, Kent Officers are assigned an elementary school within the district. The officer visits their assigned school several times a week at various times. The officers check in and walk around the school, interacting with students and staff. The Cops in Schools program is a proactive approach that provides a visual presence of uniformed officers to enhance the security of school campuses throughout the community. Our goal is to have officers and school personnel work together to ensure campus safety while developing opportunities to meet with and interact with the students.

By having officers frequent the elementary schools, we ensure that, as a police department, we are doing everything we can to stay active and involved. The goal is to not only provide a safe environment, but to also establish strong relationships between officers, students, and school personnel. We are striving to make students feel safe and secure in their learning environment, and also comfortable with officers being a presence.



Service Organization Involvement

For the past 20 years, Kent Police Department administrators have served the community through various service clubs such as Kent Rotary, Kiwanis, and Lions Clubs. Commanders and managers also actively serve on local charity organization boards such as the Kent Food Bank, Pediatric Interim Care Center, and the Kent Police Foundation.

Volunteers in Police Service (VIPS)

Members of the Volunteers in Police Services (VIPS) program are civilian members of the Kent Police Department, providing support to the department in a variety of ways. Some of the functions the VIPS members perform include: assistance at special events, such as Kent Cornucopia Days, Fourth of July Splash, high school graduations, and the Christmas Fun Run. A number of our VIPS are trained to go on Volunteer Patrol and assist police officers in vehicle lock-out and stranded motorist situations, as well as enforcing disabled parking ordinances (limited commission). Our Tagging Neutralization Team performs graffiti removal at identified locations. Another important function is our non-criminal fingerprinting program. In 2015, the VIPS team logged more than 2,700 hours of service. We are always looking to expand our program.

Police Science Class

The Police Science Class, which started in 2008, is a partnership between the Kent School District and Kent Police Department. It is currently taught by members of the Kent Police Department at Kent Meridian High School. The threefold purpose of the program is to:

- Teach students about the Kent Police Department
- Develop interest in law enforcement with this diverse group
- Breakdown barriers and stereotypes and create an understanding with our youth

Generally, juniors and seniors are selected for this program which includes instruction on laws and procedures, as well as hands-on application of criminal justice concepts. Officers from the various units in the department (patrol, K-9, SWAT, detectives, and narcotics) all meet with the class and talk about their assignments. Field trips to criminal justice-related facilities like jails, courts, and the police academy are also an important part of the program.



Chaplaincy Program

The Kent Police and Fire Volunteer Chaplaincy Program provides a valuable resource to the community and the employees of the Kent Police Department. On-call 24 hours a day, 7 days a week, our chaplains respond to emergency scenes involving serious injury or death of a community member or city employee to bring care, comfort, and compassion to those involved. The program is facilitated by the department's Crisis Intervention Coordinator and utilizes four volunteer chaplains. In 2015, our chaplains responded to a total of 270 incidents, provided professional care and crisis intervention, and logged a total of 689 volunteer hours. Chaplain responses included providing mutual aid to 13 other area police and fire departments and assisting with firefighter and police officer funerals and memorial dedications across the state.

Our chaplaincy program has become a model for other departments across the state. Our lead chaplain teaches classes on emotional survival and critical incident stress management to local fire and police academy's as well as providing consultation and training for peer support teams throughout the region.



Quarterly Community Meetings

Since 2011, Chief Thomas has held quarterly community meetings at various locations in the city. The purpose of these meetings is to address crime concerns, introduce our staff and make ourselves available to community concerns about crime. These events offer an opportunity for meaningful discussion with people regarding their police department and the efforts being made to combat crime in the community. These meetings are held each quarter and are announced on our Twitter, Facebook, and websites.

"Public trust is paramount to effective policing. We take pride in the partnerships we have built with the residents we serve. We always look forward to meeting with the community in these settings in an effort for people to get to know us better, answer questions, and build on our partnerships."

- Police Chief Ken Thomas



Award Recipients

The department's Awards Committee receives nominations from employees throughout the year. Following the award policy guidelines, nominations are considered and recommendations are made to the Chief of Police for approval. The following were awarded in 2015.

Lifesaving Medal

Officer Autumn Majack
Officer Matt Stansfield (2 awards)
Officer Eliot Hale
Officer Garrett Gunderson
Corrections Officer Amber Horejsi
Corrections Officer James Chapman

Chief's Award of Devoted Service

Officer Rodger Kellams (retired)
Officer Paul Peter (retired)

Chief's Award for Exceptional Duty

Officer Diego Moreno
Officer Chris Mills

Retired in 2015

Officer Rodger Kellams
Officer Paul Peter
Corrections Officer Esteban Aguilar
Records Supervisor Andi Costello

Chief's Award of Commendation

(given to non-employees)

Devyn Barnett
Teresa Barnes
Bonaci Fine Jewelry
Kanwarjett Sandhu
Jerry Bond
Louise Lucas-King
De Forrest Phelps
Marcus Robinson

Officer of the Year

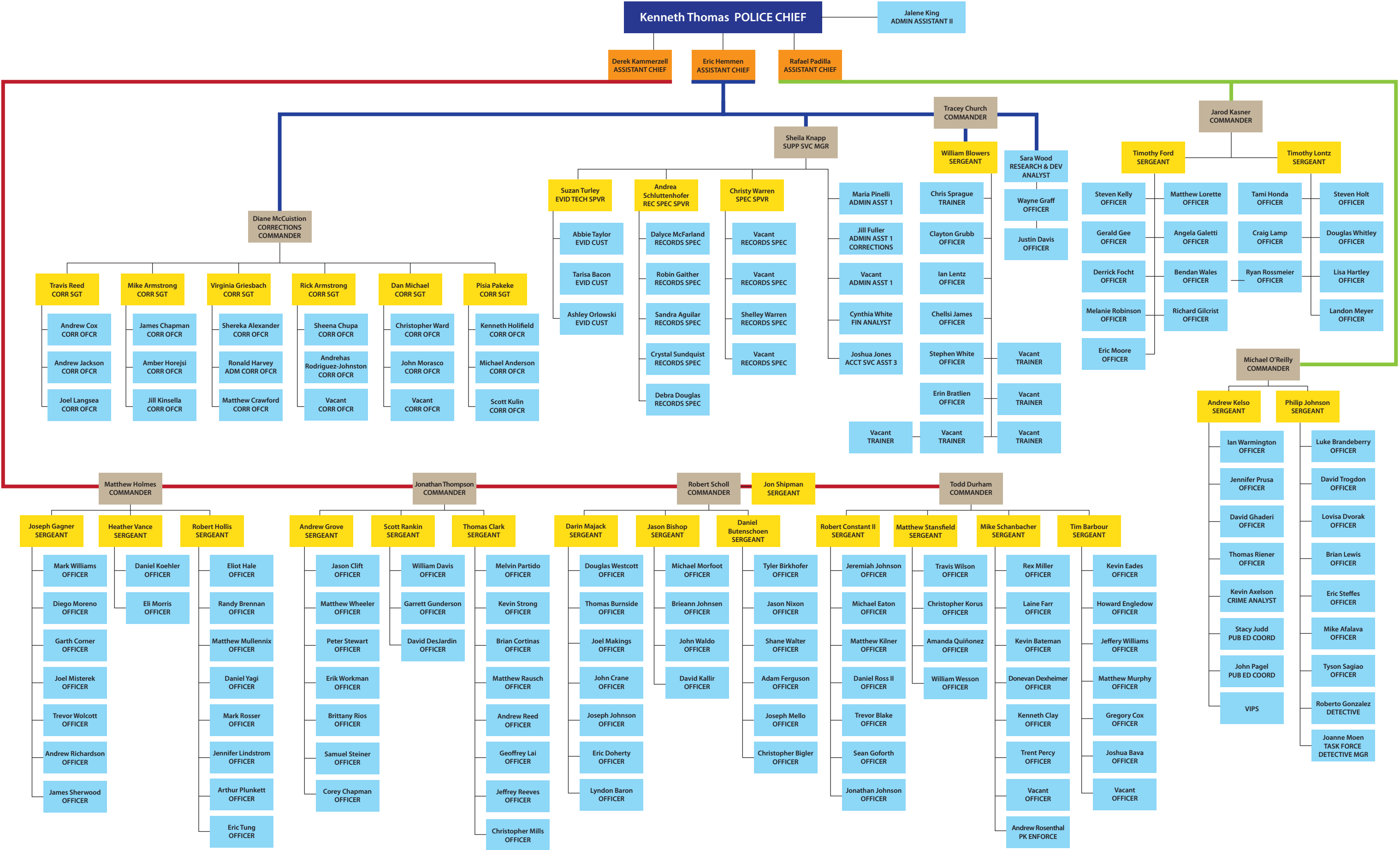
Officer Wayne Graff

Corrections Officer of the Year

Officer Chris Ward

Civilian Staff of the Year

Officer Andrew Rosenthal





Kent Police Department
SERVICE PRIDE INTEGRITY

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KentWA.gov/police